

|   |                                     |   |                                    |   |                                       |
|---|-------------------------------------|---|------------------------------------|---|---------------------------------------|
| REPORT OF CASUALTY  |                                     | DEPARTMENT OF THE NAVY<br>COMMANDER NAVY PERSONNEL COMMAND<br>MILLINGTON, TN 38055-6210 |                                    | REPORT CONTROL SYMBOL<br>DD-P&R(AR)1664 |                                       |
|   |                                     | 1. REPORT TYPE<br>Final   |                                    | 2. DATE PREPARED<br>18 Nov 2019         |                                       |
| 3. SERVICE IDENTIFICATION   |                                     |   |                                    |   |                                       |
| a. NAME (Last, First, Middle and Suffix)<br>Teeter, Quinn Tobias  |                                     | b. SOCIAL SECURITY NO.<br>(b)(6)  | c. RANK<br>PO2                     | d. PAY GRADE<br>E-5                     | e. OCCUPATIONAL CODE/<br>RATING<br>CT |
| f. COMPONENT<br>Regular   | g. BRANCH<br>USN                    | h. ORGANIZATION<br>Cryptologic Warfare Activity SIXTY SIX (CWA-66)                      |                                    |   |                                       |
| 4. CASUALTY INFORMATION   |                                     |   |                                    |   |                                       |
| a. TYPE<br>Nonhostile   | b. STATUS<br>Deceased               | c. CATEGORY<br>Self-Inflicted   | d. DATE OF CASUALTY<br>21 Oct 2019 | e. PLACE OF CASUALTY<br>Jessup, MD      |                                       |
| f. CIRCUMSTANCES<br>Suicide: Result of gunshot wound head (PDC).  |                                     |   |                                    |   |                                       |
| g. DUTY STATUS<br>Active DutyOff Duty   |                                     |   |                                    |   | h. BODY RECOVERED<br>Yes              |
| 5. BACKGROUND INFORMATION   |                                     |   |                                    |   |                                       |
| a. DATE OF BIRTH<br>12 Aug 1997   | b. PLACE OF BIRTH<br>Sacramento, CA | c. COUNTRY OF CITIZENSHIP<br>United States  |                                    |   |                                       |
| d. RACE<br>White  |                                     |   |                                    |   |                                       |
| e. ETHNICITY<br>Hispanic or Spanish descent other than Latin American   |                                     |   |                                    |   | f. SEX<br>Male                        |
| g. RELIGIOUS PREFERENCE<br>No Religious Preference  |                                     |   |                                    |   |                                       |
| 6. ACTIVE DUTY INFORMATION  |                                     |   |                                    |   |                                       |
| a. PLACE OF ENTRY<br>Sacramento, CA   | b. DATE OF ENTRY<br>05 Oct 2016     | c. HOME OF RECORD AT TIME OF ENTRY<br>Elk Grove, CA                                     |                                    |   |                                       |
| 7. INTERESTED PERSONS/REMARKS (Name, Address, and Relationship) (Continue on separate sheet, if necessary)  |                                     |   |                                    |   |                                       |
| (b)(6)  |                                     |   |                                    |   |                                       |
| **** End of Interested Persons ****   |                                     |   |                                    |   |                                       |
| "Items 4c and 4f changed on 18 Nov 2019."   |                                     |   |                                    |   |                                       |
| <div style="text-align: right;">Deceased Finished File</div> <div style="text-align: right;">PERS-00C</div>   |                                     |   |                                    |   |                                       |
| FOOTNOTES: 1 Primary next-of-kin.<br>2 Beneficiary(ies) for death gratuity - as designated on record of emergency data.<br>3 Beneficiary for unpaid pay and allowances - as designated on record of emergency data. |                                     |   |                                    |   |                                       |
| 8. REPORTING INFORMATION  |                                     |   |                                    |   |                                       |
| a. COMMAND AGENCY<br>Cryptologic Warfare Activity SIXTY SIX (CWA-66)  |                                     |   |                                    |   | b. DATE RECEIVED<br>21 Oct 2019       |
| 9. DISTRIBUTION   |                                     |   |                                    |   |                                       |
| (b)(6)  |                                     |   |                                    |   |                                       |
| NOTE: This form may be used to facilitate the cashing of bonds, the payment of commercial insurance, or in the settlement of any other claim in which proof of death is required.                                   |                                     |   |                                    |   |                                       |

# Enlistment Guarantees

COMNAVCRUITCOMINST 1130.8J

Name (LAST, FIRST, MIDDLE, JR., ETC.)

Social Security Number

TEETER, QUINN, TOBIAS

(b)(6)

1. ACKNOWLEDGEMENT: In connection with my enlistment into the United States Navy ( **Active** ) Component I hereby acknowledge that I am enlisting for a total Military Service Obligation (MSO) of 8 years. I fully understand and acknowledge that my MSO consists of an active duty obligation of **6** years as indicated in the options listed below with the remaining **24** months of my MSO served in the Individual Ready Reserve (IRR). I understand my contract has the following guaranteed options which require the indicated active duty service obligation(s):

|          |  |
|----------|--|
| Option 1 | ADVANCED TECHNICAL FIELD CRYPTOLOGIC TECHNICIAN - NETWORKS (ATF/CTN 6YO) PROGRAM<br>requires <b>4</b> years active duty obligation and a voluntary extension of <b>24</b> months to meet the rating, school, and program guarantee active duty obligation requirement and a voluntary extension of <b>N/A</b> months to meet the enlistment bonus requirement. |
| Option 2 | N/A  |
| Option 3 | N/A  |
| Option 4 | N/A  |

2. I understand that I must be fully qualified at all times throughout my obligated service for all security, professional, military, physical, psychological, and academic requirements of the options guaranteed in the above section, and that my eligibility will be rechecked during recruit training and periodically throughout my enlistment.

3. The Navy will enroll me in the guaranteed options specified above. If, during the periodic reviews of my eligibility, I am found no longer eligible for the options listed above because of information I provided in my enlistment application; because of a physical or psychological disqualification; or because of some reason that is not due to my fault, negligence, or conduct, I may choose to be reclassified for an enlistment training program for which I'm qualified and a vacancy exists. In any event, the Navy may, at its option, choose to discharge me.

4. If I am not enrolled in the guaranteed options specified above because of some reason that is due to my fault, negligence, or conduct or if I am disenrolled for any other reason not specified in paragraph 3, then I lose that guarantee and, at the Navy's option, remain subject to continued Naval service. I also understand that if I am retained, I may be required to serve the rest of my enlistment. If given accelerated advancement, post-apprentice training, or any enlistment incentive, I may incur additional service as required by regulation. The Navy may, at its option, discharge me in accordance with law and regulation.

5. Place your initials in the applicable blocks:

|  |     |
|--|-----|
| I have read and received a copy of the Classifier Rating/Program Fact Sheet for the Rating/Program for which I am enlisting and the Statement(s) of Understanding required.  | QTT |
| I understand that in order to receive the enlistment bonus option that I must remain qualified and serve in the rating/program listed in Option 1.   | N/A |
| I understand that I may waive my homeport option while at recruit training and become eligible for assignment at the needs of the Navy. If I accept reclassification to another enlistment training program for any reason, then I understand the homeport guarantee option becomes null and void. | N/A |

(b)(6)

Jul 15, 2015

Quinn Tobias Teeter  
QUINN TOBIAS TEETER

Jul 15, 2015

Signature of Classifier

Signature of Enlistee

**PRIVACY ACT NOTIFICATION** This document contains information covered under the Privacy Act of 1974, 5 USC 552a and its various implementing regulations and must be protected in accordance with those provisions. You, the recipient/user, are obliged to maintain it in a safe, secure and confidential manner. Re-disclosure without consent or as permitted bylaw is prohibited. Unauthorized re-disclosure or failure to maintain confidentiality subjects you to application of appropriate sanctions. If you have received this correspondence in error, please notify the sender immediately and destroy any copies you have made.

Annex

A

to DD Form 4 dated Jul 15, 2015

NAVCRUIT 1133/52

(Rev 09-2014)

For Official Use Only - Privacy Sensitive

Finish File by PERS-313

# AGREEMENT TO EXTEND ENLISTMENT

NAME: TEETER, QUINN, TOBIAS

SSN: (b)(6)

BR/CL: USN/AD

Having enlisted in the UNITED STATES NAVY/NAVY RESERVE on 05JAN2016 for 4 years, I do voluntarily agree to (further) extend my enlistment for 24 months, (REASON: SCHOOL X OTHER       ) subject to the provisions and obligations of my enlistment contract. I acknowledge that the provisions of 10 USC 5540 relating to an increase in basic pay do not apply to this agreement. I understand my new contract expiration date to be 04JAN2022. This agreement has been fully explained to me, I understand it. I understand that extensions of enlistment totaling 24 months or greater require a physical examination prior to the extension becoming operative. No promises of any kind have been made to me except as indicated:

"Training in the Advanced Electronic Field (AEF)/Advanced Technical Field (ATF) Program and advancement to paygrade E4 per MILPERSMAN Articles 1160-040 and 1510-030. I understand that this extension becomes binding upon execution and thereafter may not be cancelled except as set forth in MILPERSMAN Article 1160-040. In particular, I understand that when I accept advancement to E4, 12 months of this agreement may not be cancelled whether or not I complete advanced training.

This is my first enlistment.

Total aggregate of extension: 24 months."

UIC: 62448 STATUS: ACTIVE: X INACTIVE:        RATE: SR

COMBAT ZONE:        PEBD: 05JAN2016 TOTAL AGGREGATE MOS: 24

SHIP OR STATION: NRD SAN FRANCISCO

LOCATION OF SHIP OR STATION: MEPS SACRAMENTO, CA

|                     |              |               |               |
|---------------------|--------------|---------------|---------------|
| SIGNATURE OF MEMBER | <u>Quinn</u> | <u>Tobias</u> | <u>Teeter</u> |
|                     | QUINN        | TOBIAS        | TEETER        |
|                     | FIRST        | MIDDLE        | LAST          |

Witnessed and accepted

on behalf of the UNITED STATES NAVY

this 15th day of JULY A.D. 2015

SIGNATURE  
AND GRADE

(b)(6)

TITLE: CLASSIFIER 2612

(ANK)

## CANCELLATION OF EXTENSION TO EXTEND ENLISTMENT

THE EXTENSION IDENTIFIED HEREON FOR        MONTHS, IS CANCELLED EFFECTIVE       

AUTHORITY:       

SIGNATURE  
AND GRADE:

        
(CERTIFYING OFFICER'S NAME AND RANK)

## EVALUATION REPORT &amp; COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| 1. Name (Last, First, MI Suffix)<br>TEETER, QUINN, T  |  |  |   | 2. Rate<br>CTN2                                       |   | 3. Design               |                                       | 4. SSN<br>(b)(6)  |                             |                   |  |
|---|--|--|---|---|---|-------------------------|---------------------------------------|---|-----------------------------|-------------------|--|
| 5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>   |  | 6. UIC<br>50385  |   | 7. Ship/Station<br>CRYPTOWARACT 66                    |   |                         | 8. Promotion Status<br>REGULAR        |   | 9. Date Reported<br>17NOV14 |                   |  |
| Occasion for Report<br>10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Promotion/Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>  |  |  |   | Period of Report<br>14. From: 18MAR16 15. To: 19MAR15 |   |                         |                                       |   |                             |                   |  |
| 16. Not Observed Report <input type="checkbox"/>  |  | 17. Type of Report Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> |   |   | 20. Physical Readiness<br>PP  |                         | 21. Billet Subcategory (if any)<br>NA |   |                             |                   |  |
| 22. Reporting Senior (Last, FI, MI)<br>(b)(6)   |  | 23. Grade<br>LCDR  |   | 24. Design<br>1810                                    |   | 25. Title<br>XO         |                                       | 26. UIC<br>50385  |                             | 27. SSN<br>(b)(6) |  |
| 28. Command employment and command achievements.<br>Provide trained and ready Sailors to support the collection and exploitation of targets in support of National and Strategic level signals intelligence and cyberspace operational priorities.  |  |  |   |   |   |                         |                                       |   |                             |                   |  |
| 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)<br>ION OPERATOR INTERACTIVE OPERATOR-12. Conducts specialized Computer Network Exploitation (CNE) operations supporting Joint, Fleet, and National requirements.<br>PFA: 18-1/18-2.                                    |  |  |   |   |   |                         |                                       |   |                             |                   |  |
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)   |  |  |   | 30. Date Counseled<br>18SEP15                         |   | 31. Counselor<br>(b)(6) |                                       | 32. Signature of Individual Counseled<br><i>Quinn T. Teeter</i> |                             |                   |  |
| PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive. |  |  |   |   |   |                         |                                       |   |                             |                   |  |
| PERFORMANCE TRAITS  | 1.0*<br>Below Standards  | 2.0<br>Pro-<br>gressing  | 3.0<br>Meets Standards  | 4.0<br>Above<br>Standards                             | 5.0<br>Greatly Exceeds Standards  |                         |                                       |   |                             |                   |  |
| 33. PROFESSIONAL KNOWLEDGE:<br>Technical knowledge and practical application.<br><br>NOB <input type="checkbox"/>   | -Marginal knowledge of rating, specialty or job.<br>-Unable to apply knowledge to solve routine problems.<br>-Fails to meet advancement/PQS requirements.  | <input type="checkbox"/>   | -Strong working knowledge of rating, specialty and job.<br>-Reliably applies knowledge to accomplish tasks.<br>-Meets advancement/PQS requirements on time.   | <input checked="" type="checkbox"/>                   | - Recognized expert, sought out by all for technical knowledge.<br>- Uses knowledge to solve complex technical problems.<br>- Meets advancement/PQS requirements early/with distinction.  |                         |                                       |   |                             |                   |  |
| 34. QUALITY OF WORK:<br>Standard of work; value of end product.<br><br>NOB <input type="checkbox"/>   | -Needs excessive supervision.<br>-Product frequently needs rework.<br>-Wasteful of resources.  | <input type="checkbox"/>   | -Needs little supervision.<br>-Produces quality work. Few errors and resulting rework.<br>-Uses resources efficiently.  | <input checked="" type="checkbox"/>                   | - Needs no supervision.<br>- Always produces exceptional work. No rework required.<br>- Maximizes resources.  |                         |                                       |   |                             |                   |  |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY:<br>Contributing to growth and development, human worth, community.<br><br>NOB <input type="checkbox"/>   | -Actions counter to Navy's retention/reenlistment goals.<br>-Uninvolved with mentoring or professional development of subordinates.<br>-Actions counter to good order and discipline and negatively affect Command/Organizational climate.<br>-Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | <input type="checkbox"/>   | -Positive leadership supports Navy's increased retention goals. Active in decreasing attrition.<br>-Actions adequately encourage/support subordinates' personal/professional growth.<br>-Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate.<br>-Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | <input checked="" type="checkbox"/>                   | -Measurably contributes to Navy's increased retention and reduced attrition objectives.<br>-Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment.<br>-Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.<br>-The model of achievement. Develops unit cohesion by valuing differences as strengths. |                         |                                       |   |                             |                   |  |
| 36. MILITARY BEARING/CHARACTER:<br>Appearance, conduct, physical fitness, adherence to Navy Core Values.<br><br>NOB <input type="checkbox"/>  | -Consistently unsatisfactory appearance.<br>-Poor self-control; conduct resulting in disciplinary action.<br>-Unable to meet one or more physical readiness standards.<br>-Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.   | <input type="checkbox"/>   | -Excellent personal appearance.<br>-Excellent conduct conscientiously complies with regulations.<br>-Complies with physical readiness program.<br>-Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.   | <input checked="" type="checkbox"/>                   | -Exemplary personal appearance.<br>-Model of conduct, on and off duty.<br>-A leader in physical readiness.<br>-Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.  |                         |                                       |   |                             |                   |  |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE:<br>Responsibility, quantity of work.<br><br>NOB <input type="checkbox"/>  | -Needs prodding to attain qualification or finish job.<br>-Prioritizes poorly.<br>-Avoids responsibility.  | <input type="checkbox"/>   | -Productive and motivated. Completes tasks and qualifications fully and on time.<br>-Plans/prioritizes effectively.<br>-Reliable, dependable, willingly accepts responsibility.   | <input checked="" type="checkbox"/>                   | -Energetic self-starter. Completes tasks or qualifications early, far better than expected.<br>-Plans/prioritizes wisely and with exceptional foresight.<br>-Seeks extra responsibility and takes on the hardest jobs.  |                         |                                       |   |                             |                   |  |

## EVALUATION REPORT &amp; COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

|  |   |                          |   |            |   |                                     |  |  |
|--|---|--------------------------|---|------------|---|-------------------------------------|--|--|
| 1. Name (Last, First MI Suffix)<br>TEETER, QUINN T   |   |                          | 2. Rate<br>CTN2   |            | 3. Desig  |                                     | 4. SSN<br>(b)(6)   |  |
| PERFORMANCE TRAITS   | 1.0*<br>Below Standards   | 2.0<br>Pro-<br>gressing  | 3.0<br>Meets Standards  |            | 4.0<br>Above<br>Standards   | 5.0<br>Greatly Exceeds Standards    |  |  |
| 38. TEAMWORK:<br>Contributions to team building and team results.<br>NOB <input type="checkbox"/>  | -Creates conflict, unwilling to work with others, puts self above team.<br>-Fails to understand team goals or teamwork techniques.<br>-Does not take direction well.  | <input type="checkbox"/> | -Reinforces others' efforts, meets commitments to team.<br>-Understands goals, employs good teamwork techniques.<br>-Accepts and offers team direction.   |            | <input type="checkbox"/>  | <input checked="" type="checkbox"/> | - Team builder, inspires cooperation and progress.<br>- Focuses goals and techniques for teams.<br>- The best at accepting and offering team direction.  |  |
| 39. LEADERSHIP:<br>Organizing, motivating and developing others to accomplish goals.<br>NOB <input type="checkbox"/>   | -Neglects growth/development or welfare of subordinates.<br>-Fails to organize, creates problems for subordinates.<br>-Does not set or achieve goals relevant to command mission and vision.<br>-Lacks ability to cope with or tolerate stress.<br>-Inadequate communicator.<br>-Tolerates hazards or unsafe practices. | <input type="checkbox"/> | -Effectively stimulates growth/development in subordinates.<br>-Organizes successfully, implementing process improvements and efficiencies.<br>-Sets/achieves useful, realistic goals that support command mission.<br>-Performs well in stressful situations.<br>-Clear, timely communicator.<br>-Ensures safety of personnel and equipment. |            | <input type="checkbox"/>  | <input checked="" type="checkbox"/> | -Inspiring motivator and trainer, subordinates reach highest level of growth and development.<br>-Superb organizer, great foresight, develops process improvements and efficiencies.<br>-Leadership achievements dramatically further command mission and vision.<br>-Perseveres through the toughest challenges and inspires others.<br>-Exceptional communicator.<br>-Makes subordinates safety-conscious, maintains top safety record.<br>-Constantly improves the personal and professional lives of others. |  |
| 40. Individual Trait Avg.<br>total of trait scores divided by number of graded traits.<br><br>3.71   | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific)<br><br>CYBER WARRANT   |                          |   |            | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.<br><br>(b)(6) Date: 22 MAR 19 |                                     |  |  |
| 43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.<br><br>***PROVEN PERFORMER WHO SETS THE STANDARD FOR TECHNICAL EXPERTISE***<br><br>- DEDICATED OPERATOR. Performed 100+ operations against more than 60 critical targets; resulted in the collection of vital foreign intelligence and generated 200+ SIGINT reports in support of CCMD priority intelligence requirements and national priorities.<br>- TECHNICAL ACUMEN. Dedicated 50+ hours to enumerate adversary capabilities through discovery and reverse engineering of targeted malware. Efforts provided insight into a previously unattributed CNE actor's tactics, techniques and procedures, and significantly increased OPSEC in a critical mission space.<br>- FORWARD THINKER. Engineered an innovative exploitation technique utilizing flaws in indigenous software present within adversarial networks of interest. After weeks of research and testing, capability used to gain new access in high-value target networks.<br>- TEAM DRIVEN. Devoted 25 hours in the development of multiple scripts designed to improve mission setup and teardown; led to a 50% reduction in prep time and reduced the potential of adversarial detection.<br>- PSG RSCA: 3.63.<br><br>***HIGHLY RECOMMENDED FOR ADVANCEMENT TO PETTY OFFICER FIRST CLASS*** |   |                          |   |            |   |                                     |  |  |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.<br>NONE  |   |                          |   |            |   |                                     |  |  |
| Promotion Recommendation   | NOB   | Significant Problems     | Progressing   | Promotable | Must Promote  | Early Promote                       | 47. Retention:<br>Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/>   |  |
| 45. INDIVIDUAL   |   |                          |   |            | X   |                                     | 48. Reporting Senior Address<br>COMMANDING OFFICER<br>CRYPTOWARACT SIXTY SIX<br>FT MEADE, MD 20755-6585  |  |
| 46. SUMMARY  | <input checked="" type="checkbox"/>   | 0                        | 0   | 36         | 36  | 18                                  |  |  |
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member and provided written explanation to support the marks of 1.0 and 5.0.<br><br>(b)(6) Date: 22 MAR 19   |   |                          |   |            | 50. Signature of Reporting Senior<br><br>(b)(6)<br><br>Summary Group Average: 3.68 19 MAR 19  |                                     |  |  |
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."<br>I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/><br><br>Quinn T Teeter Date:   |   |                          |   |            | 52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report<br><br>Date:   |                                     |  |  |

# **ENLISTMENT/REENLISTMENT DOCUMENT ARMED FORCES OF THE UNITED STATES**

## **PRIVACY ACT STATEMENT**

**AUTHORITY:** 5 U.S.C. 3331; 10 U.S.C. 113, 136, 502, 504, 505, 506, 507, 508, 509, 510, 513, 515, 516, 518, 519, 972, 978, 2107, 2107a, 3253, 3258, 3262, 5540, 8252, 8253, 8257, 8258, 12102, 12103, 12104, 12105, 12106, 12107, 12108, 12301, 12302, 12304, 12305, 12405; 14 USC 351, 632; 32 U.S.C. 301, 302, 303, 304; and Executive Order 9397, November 1943 (SSN).

**PRINCIPAL PURPOSE(S):** To record enlistment or reenlistment into the U.S. Armed Forces. This information becomes a part of the subject's military personnel records which are used to document promotion, reassignment, training, medical support, and other personnel management actions. The purpose of soliciting the SSN is for positive identification.

**ROUTINE USE(S):** This form becomes a part of the Service's Enlisted Master File and Field Personnel File. All uses of the form are internal to the relevant Service.

**DISCLOSURE:** Voluntary; however, failure to furnish personal identification information may negate the enlistment/reenlistment application.

## **A. ENLISTEE/REENLISTEE IDENTIFICATION DATA**

|  |   |  |                   |
|--|---|--|-------------------|
| 1. NAME (Last, First, Middle)<br>TEETER<br>QUINN TOBIAS  |   | 2. SOCIAL SECURITY NUMBER<br>(b)(6)  |                   |
| 3. HOME OF RECORD (Street, City, County, State, Country, ZIP Code)<br>8929 LAKE GROVE CT, ELK GROVE,<br>(SACRAMENTO), CA, US, 95624-0000 |   | 4. PLACE OF ENLISTMENT/REENLISTMENT (Mil. Installation, City, State)<br>SACRAMENTO MEPS<br>SACRAMENTO, CA 95816-7051 |                   |
| 5. DATE OF ENLISTMENT/<br>REENLISTMENT (YYYYMMDD)<br>20150715  | 6. DATE OF BIRTH (YYYYMMDD)<br>19970812 | 7. PREV MIL SVC UPON ENL/REENLIST  | YEARS MONTHS DAYS |
|  |   | a. TOTAL ACTIVE MILITARY SERVICE   |                   |
|  |   | b. TOTAL INACTIVE MILITARY SERVICE   |                   |

## **B. AGREEMENTS**

8. I am enlisting/reenlisting in the United States (list branch of service) NAVAL RESERVE  
this date for 8 years and 0 weeks beginning in pay grade E-1 of which  
4 years and 0 weeks is considered an Active Duty Obligation, and 4 years and  
0 weeks will be served in the Reserve Component of the Service in which I have enlisted. If this is an initial  
enlistment, I must serve a total of eight (8) years, unless I am sooner discharged or otherwise extended by the appropriate  
authority. This eight year service requirement is called the Military Service Obligation. The additional details of my enlistment/  
reenlistment are in Section C and Annex(es) (list name of Annex(es) and describe)

A

### **a. FOR ENLISTMENT IN A DELAYED ENTRY/ENLISTMENT PROGRAM (DEP):**

I understand that I am joining the DEP. I understand that by joining the DEP I am enlisting in the Ready Reserve component of the  
United States (list branch of service) NAVY for a period not to exceed  
365 days, unless this period of time is otherwise extended by the Secretary concerned. While in the DEP, I understand that I am in  
a nonpay status and that I am not entitled to any benefits or privileges as a member of the Ready Reserve, to include, but not  
limited to medical care, liability insurance, death benefits, education benefits, or disability retired pay if I incur a physical disability. I  
understand that the period of time while I am in the DEP is NOT creditable for pay purposes upon entry into a pay status. However,  
I also understand that the period of time while I am in the DEP is counted toward fulfillment of my military service obligation  
described in paragraph 10, below. While in the DEP, I understand that I must maintain my current qualifications and keep my  
recruiter informed of any changes in my physical or dependency status, qualifications, and mailing address. I understand that I  
WILL be ordered to active duty unless I report to the place shown in item 4 above by (list date (YYYYMMDD)) 20160105 0600  
for enlistment in the Regular component of the United States (list branch of service) NAVY  
for not less than 4 years and 0 weeks.

**b. REMARKS:** (If none, so state.) NONE

**c. The agreements in this section and attached annex(es) are all the promises made to me by the Government. ANYTHING ELSE  
ANYONE HAS PROMISED ME IS NOT VALID AND WILL NOT BE HONORED.**

(Initials of Enlistee/Reenlistee) Biometrically Signed

(Continued on Page 2)

### C. PARTIAL STATEMENT OF EXISTING UNITED STATES LAWS

#### 9. FOR ALL ENLISTEES OR REENLISTEES:

I understand that many laws, regulations, and military customs will govern my conduct and require me to do things under this agreement that a civilian does not have to do. I also understand that various laws, some of which are listed in this agreement, directly affect this enlistment/reenlistment agreement. Some examples of how existing laws may affect this agreement are explained in paragraphs 10 and 11. I understand that I cannot change these laws but that Congress may change these laws, or pass new laws, at any time that may affect this agreement, and that I will be subject to those laws and any changes they make to this agreement. I further understand that:

a. My enlistment/reenlistment agreement is more than an employment agreement. It effects a change in status from civilian to military member of the Armed Forces. As a member of the Armed Forces of the United States, I will be:

(1) Required to obey all lawful orders and perform all assigned duties.

(2) Subject to separation during or at the end of my enlistment. If my behavior fails to meet acceptable military standards, I may be discharged and given a certificate for less than honorable service, which may hurt my future job opportunities and my claim for veteran's benefits.

(3) Subject to the military justice system, which means, among other things, that I may be tried by military courts-martial.

(4) Required upon order to serve in combat or other hazardous situations.

(5) Entitled to receive pay, allowances, and other benefits as provided by law and regulation.

b. Laws and regulations that govern military personnel may change without notice to me. Such changes may affect my status, pay, allowances, benefits, and responsibilities as a member of the Armed Forces **REGARDLESS** of the provisions of this enlistment/reenlistment document.

#### 10. MILITARY SERVICE OBLIGATION, SERVICE ON ACTIVE DUTY AND STOP-LOSS FOR ALL MEMBERS OF THE ACTIVE AND RESERVE COMPONENTS, INCLUDING THE NATIONAL GUARD.

a. **FOR ALL ENLISTEES:** If this is my initial enlistment, I must serve a total of eight (8) years, unless I am sooner discharged or otherwise extended by the appropriate authority. This eight year service requirement is called the Military Service Obligation. Any part of that service not served on active duty must be served in the Reserve Component of the service in which I have enlisted. If this is a reenlistment, I must serve the number of years specified in this agreement, unless I am sooner discharged or otherwise extended by the appropriate authority. Some laws that affect when I may be ordered to serve on active duty, the length of my service on active duty, and the length of my service in the Reserve Component, even beyond the eight years of my Military Service Obligation, are discussed in the following paragraphs.

b. I understand that I can be ordered to active duty at any time while I am a member of the DEP. In a time of war, my enlistment may be extended without my consent for the duration of the war and for six months after its end (10 U.S.C. 506, 12103(c)).

c. As a member of a Reserve Component of an Armed Force, in time of war or of national emergency declared by the Congress, I may, without my consent, be ordered to serve on active duty, for the entire period of the war or emergency and for six (6) months after its end (10 U.S.C. 12301(a)). My enlistment may be extended during this period without my consent (10 U.S.C. 12103(c)).

d. As a member of the Ready Reserve (to include Delayed Entry Program), in time of national emergency declared by the President, I may, without my consent, be ordered to serve on active duty, and my military service may be extended without my consent, for not more than 24 consecutive months (10 U.S.C. 12302). My enlistment may be extended during this period without my consent (see paragraph 10g).

e. As a member of the Ready Reserve, I may, at any time and without my consent, be ordered to active duty to complete a total of 24 months of active duty, and my enlistment may be extended so I can complete the total of 24 months of active duty, if:

(1) I am not assigned to, or participating unsatisfactorily in, a unit of the Ready Reserve; and

(2) I have not met my Reserve obligation; and

(3) I have not served on active duty for a total of 24 months (10 U.S.C. 12303).

f. As a member of the Selected Reserve or as a member of the Individual Ready Reserve mobilization category, when the President determines that it is necessary to augment the active forces for any operational mission or for certain emergencies, I may, without my consent, be ordered to active duty for not more than 365 days (10 U.S.C. 12304). My enlistment may be extended during this period without my consent (see paragraph 10g).

g. During any period members of a Reserve component are serving on active duty pursuant to an order to active duty under authority of 10 U.S.C. 12301, 12302, or 12304, the President may suspend any provision of law relating to my promotion, retirement, or separation from the Armed Forces if he or his designee determines I am essential to the national security of the United States. Such an action may result in an extension, without my consent, of the length of service specified in this agreement. Such an extension is often called a "stop-loss" extension (10 U.S.C. 12305).

h. I may, without my consent, be ordered to perform additional active duty training for not more than 45 days if I have not fulfilled my military service obligation and fail in any year to perform the required training duty satisfactorily. If the failure occurs during the last year of my required membership in the Ready Reserves, my enlistment may be extended until I perform that additional duty, but not for more than six months (10 U.S.C. 10148).

**11. FOR ENLISTEES/REENLISTEES IN THE NAVY, MARINE CORPS, OR COAST GUARD:** I understand that if I am serving on a naval vessel in foreign waters, and my enlistment expires, I will be returned to the United States for discharge as soon as possible consistent with my desires. However, if essential to the public interest, I understand that I may be retained on active duty until the vessel returns to the United States. If I am retained under these circumstances, I understand I will be discharged not later than 30 days after my return to the United States; and, that except in time of war, I will be entitled to an increase in basic pay of 25 percent from the date my enlistment expires to the date of my discharge.

**12. FOR ALL MALE APPLICANTS:** Completion of this form constitutes registration with the Selective Service System in accordance with the Military Selective Service Act. Incident thereto the Department of Defense may transmit my name, permanent address, military address, Social Security Number, and birthdate to the Selective Service System for recording as evidence of the registration.

(Initials of Enlistee/Reenlistee) Biometrically Signed

|  |  |   |  |
|--|--|---|--|
| NAME OF ENLISTEE/REENLISTEE (Last, First, Middle)<br>TEETER QUINN TOBIAS   |  | SOCIAL SECURITY NO. OF ENLISTEE/REENLISTEE<br>(b)(6)  |  |
| <b>D. CERTIFICATION AND ACCEPTANCE</b>   |  |   |  |
| <p>13a. My acceptance for enlistment is based on the information I have given in my application for enlistment. If any of that information is false or incorrect, this enlistment may be voided or terminated administratively by the Government or I may be tried by a Federal, civilian, or military court and, if found guilty, may be punished.</p> <p>I certify that I have carefully read this document, including the partial statement of existing United States laws in Section C and how they may affect this agreement. Any questions I had were explained to my satisfaction. I fully understand that only those agreements in Section B and Section C of this document or recorded on the attached annex(es) will be honored. I also understand that any other promises or guarantees made to me by anyone that are not set forth in Section B or the attached annex(es) are not effective and will not be honored.</p> |  |   |  |
| b. SIGNATURE OF ENLISTEE/REENLISTEE<br>Biometrically Signed  |  | c. DATE SIGNED (YYYYMMDD)<br>(b)(6) 20150715 13:25:06 |  |
| <b>14. SERVICE REPRESENTATIVE CERTIFICATION</b>  |  |   |  |
| a. On behalf of the United States (list branch of service) <u>NAVY</u><br>I accept this applicant for enlistment. I have witnessed the signature in item 13b to this document. I certify that I have explained that only those agreements in Section B of this form and in the attached Annex(es) will be honored, and any other promises made by any person are not effective and will not be honored.  |  |   |  |
| b. NAME (Last, First, Middle)<br>(b)(6)  |  | c. PAY GRADE<br>GS-7                                  | d. UNIT/COMMAND NAME<br>USN RECRUITING DISTRICT                                |
| e. SIGNATURE<br>Biometrically Signed   |  | f. DATE SIGNED (YYYYMMDD)<br>(b)(6) 20150715 13:25:06 | g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)<br>SACRAMENTO<br>CA 95834-1633 |
| <b>E. CONFIRMATION OF ENLISTMENT OR REENLISTMENT</b>   |  |   |  |
| <b>15. IN THE ARMED FORCES EXCEPT THE NATIONAL GUARD (ARMY OR AIR):</b><br>I, <u>QUINN TOBIAS TEETER</u> , do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.  |  |   |  |
| <b>16. IN THE NATIONAL GUARD (ARMY OR AIR):</b><br>I, _____, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the State of _____ against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the Governor of _____ and the orders of the officers appointed over me, according to law and regulations. So help me God.  |  |   |  |
| <b>17. IN THE NATIONAL GUARD (ARMY OR AIR):</b><br>I do hereby acknowledge to have voluntarily enlisted/reenlisted this _____ day of _____, _____ in the _____ National Guard and as a Reserve of the United States (list branch of service) _____ with membership in the _____ National Guard of the United States for a period of _____ years, _____ months, _____ days, under the conditions prescribed by law, unless sooner discharged by proper authority.   |  |   |  |
| 18.a. SIGNATURE OF ENLISTEE/REENLISTEE<br>Biometrically Signed   |  | b. DATE SIGNED (YYYYMMDD)<br>(b)(6) 20150715 13:52:32 |  |
| <b>19. ENLISTMENT/REENLISTMENT OFFICER CERTIFICATION</b>   |  |   |  |
| a. The above oath was administered, subscribed, and duly sworn to (or affirmed) before me this date.   |  |   |  |
| b. NAME (Last, First, Middle)<br>(b)(6)  |  | c. PAY GRADE<br>O-3                                   | d. UNIT/COMMAND NAME<br>SACRAMENTO MEPS  |
| e. SIGNATURE<br>Biometrically Signed   |  | f. DATE SIGNED (YYYYMMDD)<br>(b)(6) 20150715 13:52:32 | g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)<br>SACRAMENTO<br>CA 95816-7051 |
| (Initials of Enlistee/Reenlistee)  |  | Biometrically Signed                                  |  |



|  |  |  |   |
|--|--|--|---|
| NAME OF ENLISTEE/REENLISTEE (Last, First, Middle)  |  | SOCIAL SECURITY NO. OF ENLISTEE/REENLISTEE |   |
| TEETER QUINN TOBIAS  |  | (b)(6)                                     |   |
| <b>F. DISCHARGE FROM/DELAYED ENTRY/ENLISTMENT PROGRAM</b>  |  |  |   |
| 20a. I request to be discharged from the Delayed Entry/Enlistment Program (DEP) and enlisted in the Regular Component of the United States (list branch of service) <u>NAVY</u> for a period of <u>4</u> years and <u>0</u> weeks. No changes have been made to my enlistment options OR if changes were made they are recorded on Annex(es) <u>A</u><br><br>which replace(s) Annex(es) _____  |  |  |   |
| b. SIGNATURE OF DELAYED ENTRY/ENLISTMENT PROGRAM ENLISTEE  |  | c. DATE SIGNED (YYYYMMDD)                  |   |
| Biometrically Signed (b)(6)  |  | 20160105 08:38:54                          |   |
| <b>G. APPROVAL AND ACCEPTANCE BY SERVICE REPRESENTATIVE</b>  |  |  |   |
| <b>21. SERVICE REPRESENTATIVE CERTIFICATION</b>  |  |  |   |
| a. This enlistee is discharged from the Reserve Component shown in Item 8 and is accepted for enlistment in the Regular Component of the United States (list branch of service) <u>NAVY</u> in pay grade <u>E-1</u>  |  |  |   |
| b. NAME (Last, First, Middle)  |  | c. PAY GRADE                               | d. UNIT/COMMAND NAME                            |
| (b)(6)   |  | GS-7                                       | USN RECRUITING DISTRICT                         |
| e. SIGNATURE   |  | f. DATE SIGNED (YYYYMMDD)                  | g. UNIT/COMMAND ADDRESS (City, State, ZIP Code) |
| Biometrically Signed (b)(6)  |  | 20160105 08:38:54                          | SACRAMENTO<br>CA 95834-1633                     |
| <b>H. CONFIRMATION OF ENLISTMENT OR REENLISTMENT</b>   |  |  |   |
| 22a. IN A REGULAR COMPONENT OF THE ARMED FORCES:<br><br>I, <u>QUINN TOBIAS TEETER</u> , do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God. |  |  |   |
| b. SIGNATURE OF ENLISTEE/REENLISTEE  |  | c. DATE SIGNED (YYYYMMDD)                  |   |
| Biometrically Signed (b)(6)  |  | 20160105 09:46:13                          |   |
| <b>23. ENLISTMENT OFFICER CERTIFICATION</b>  |  |  |   |
| a. The above oath was administered, subscribed, and duly sworn to (or affirmed) before me this date.   |  |  |   |
| b. NAME (Last, First, Middle)  |  | c. PAY GRADE                               | d. UNIT/COMMAND NAME                            |
| (b)(6)   |  | O-3  | SACRAMENTO MEPS                                 |
| e. SIGNATURE   |  | f. DATE SIGNED (YYYYMMDD)                  | g. UNIT/COMMAND ADDRESS (City, State, ZIP Code) |
| Biometrically Signed (b)(6)  |  | 20160105 09:46:13                          | SACRAMENTO<br>CA 95816-7051                     |
| (Initials of Enlistee/Reenlistee) <u>Biometrically Signed</u>  |  |  |   |

## EVALUATION REPORT &amp; COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

|   |  |   |  |   |  |   |  |
|---|--|---|--|---|--|---|--|
| 1. Name (Last, First MI Suffix)<br>TEETER, QUINN-T  |  | 2. Rate<br>CTN3   |  | 3. Desig  |  | 4. SSN<br>(b)(6)  |  |
| 5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>   |  | 6. UIC<br>62936   |  | 7. Ship/Station<br>CRYPTOWARGRU SIX                 |  | 8. Promotion Status<br>REGULAR                                      |  |
| 9. Date Reported<br>16SEP17   |  |   |  |   |  |   |  |
| Occasion for Report<br>10. Periodic <input type="checkbox"/>  |  | Detachment<br>11. of Individual <input type="checkbox"/>          |  | Promotion/<br>12. Frocking <input type="checkbox"/> |  | Period of Report<br>13. Special <input checked="" type="checkbox"/> |  |
| 14. From: 16AUG31   |  | 15. To: 17AUG31   |  |   |  |   |  |
| 16. Not Observed Report <input type="checkbox"/>  |  | Type of Report<br>17. Regular <input checked="" type="checkbox"/> |  | 18. Concurrent <input type="checkbox"/>             |  | 20. Physical Readiness<br>PP  |  |
| 21. Billet Subcategory (if any)<br>NA   |  |   |  |   |  |   |  |
| 22. Reporting Senior (Last, FI MI)<br>(b)(6)  |  | 23. Grade<br>GG14   |  | 24. Desig   |  | 25. Title<br>DEPT HEAD  |  |
| 26. UIC<br>62936  |  | 27. SSN<br>(b)(6)   |  |   |  |   |  |
| 28. Command employment and command achievements.<br>Deliver Information Warfare capabilities to the Fleet. Provide and deploy trained Sailors, expertise, and equipment to support Signals Intelligence and Cyberspace operations for Naval and Joint Forces. |  |   |  |   |  |   |  |
| 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)<br>STUDENT STUDENT-12. Attends advanced offensive cyber operations course in support of National, Combatant Command and Fleet objectives. PFA: 16-2, 17-1.             |  |   |  |   |  |   |  |
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)   |  | 30. Date Counseled<br>NOT REQ                                     |  | 31. Counselor                                       |  | 32. Signature of Individual Counseled<br>Quinn & Teeter             |  |

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS   | 1.0*<br>Below Standards  | 2.0<br>Pro-<br>gressing | 3.0<br>Meets Standards  | 4.0<br>Above<br>Standards | 5.0<br>Greatly Exceeds Standards  |
|--|--|-------------------------|---|---------------------------|---|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application.<br><br>NOB <input type="checkbox"/>   | -Marginal knowledge of rating, specialty or job.<br>-Unable to apply knowledge to solve routine problems.<br>-Fails to meet advancement/PQS requirements.  | -                       | -Strong working knowledge of rating, specialty and job.<br>-Reliably applies knowledge to accomplish tasks.<br>-Meets advancement/PQS requirements on time.   | -                         | - Recognized expert, sought out by all for technical knowledge.<br>- Uses knowledge to solve complex technical problems.<br>- Meets advancement/PQS requirements early/with distinction.  |
| 34. QUALITY OF WORK: Standard of work; value of end product.<br><br>NOB <input type="checkbox"/>   | -Needs excessive supervision.<br>-Product frequently needs rework.<br>-Wasteful of resources.  | -                       | -Needs little supervision.<br>-Produces quality work. Few errors and resulting rework.<br>-Uses resources efficiently.  | -                         | - Needs no supervision.<br>- Always produces exceptional work. No rework required.<br>- Maximizes resources.  |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.<br><br>NOB <input type="checkbox"/> | -Actions counter to Navy's retention/reenlistment goals.<br>-Uninvolved with mentoring or professional development of subordinates.<br>-Actions counter to good order and discipline and negatively affect Command/Organizational climate.<br>-Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | -                       | -Positive leadership supports Navy's increased retention goals. Active in decreasing attrition.<br>-Actions adequately encourage/support subordinates' personal/professional growth.<br>-Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate.<br>-Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | -                         | -Measurably contributes to Navy's increased retention and reduced attrition objectives.<br>-Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment.<br>-Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.<br>-The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.<br><br>NOB <input type="checkbox"/>                    | -Consistently unsatisfactory appearance.<br>-Poor self-control; conduct resulting in disciplinary action.<br>-Unable to meet one or more physical readiness standards.<br>-Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.   | -                       | -Excellent personal appearance.<br>-Excellent conduct conscientiously complies with regulations.<br>-Complies with physical readiness program.<br>-Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.   | -                         | -Exemplary personal appearance.<br>-Model of conduct, on and off duty.<br>-A leader in physical readiness.<br>-Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.  |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.<br><br>NOB <input type="checkbox"/>  | -Needs prodding to attain qualification or finish job.<br>-Prioritizes poorly.<br>-Avoids responsibility.  | -                       | -Productive and motivated. Completes tasks and qualifications fully and on time.<br>-Plans/prioritizes effectively.<br>-Reliable, dependable, willingly accepts responsibility.   | -                         | -Energetic self-starter. Completes tasks or qualifications early, far better than expected.<br>-Plans/prioritizes wisely and with exceptional foresight.<br>-Seeks extra responsibility and takes on the hardest jobs.  |

## EVALUATION REPORT &amp; COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

|   |   |                          |   |                                     |   |               |  |
|---|---|--------------------------|---|-------------------------------------|---|---------------|--|
| 1. Name (Last, First MI Suffix)<br>TEETER, QUINN T  |   | 2. Rate<br>CTN3          |   | 3. Desig                            |   | 4. COM (b)(6) |  |
| PERFORMANCE TRAITS  | 1.0*<br>Below Standards   | 2.0<br>Pro-<br>gressing  | 3.0<br>Meets Standards  | 4.0<br>Above<br>Standards           | 5.0<br>Greatly Exceeds Standards  |               |  |
| 38. TEAMWORK:<br>Contributions to team building and team results.<br>NOB <input type="checkbox"/>   | -Creates conflict, unwilling to work with others, puts self above team.<br>-Fails to understand team goals or teamwork techniques.<br>-Does not take direction well.  | <input type="checkbox"/> | -Reinforces others' efforts, meets commitments to team.<br>-Understands goals, employs good teamwork techniques.<br>-Accepts and offers team direction.   | <input checked="" type="checkbox"/> | - Team builder, inspires cooperation and progress.<br>- Focuses goals and techniques for teams.<br>- The best at accepting and offering team direction.   |               |  |
| 39. LEADERSHIP:<br>Organizing, motivating and developing others to accomplish goals.<br>NOB <input checked="" type="checkbox"/>   | -Neglects growth/development or welfare of subordinates.<br>-Fails to organize, creates problems for subordinates.<br>-Does not set or achieve goals relevant to command mission and vision.<br>-Lacks ability to cope with or tolerate stress.<br>-Inadequate communicator.<br>-Tolerates hazards or unsafe practices. | <input type="checkbox"/> | -Effectively stimulates growth/development in subordinates.<br>-Organizes successfully, implementing process improvements and efficiencies.<br>-Sets/achieves useful, realistic goals that support command mission.<br>-Performs well in stressful situations.<br>-Clear, timely communicator.<br>-Ensures safety of personnel and equipment. | <input type="checkbox"/>            | - Inspiring motivator and trainer, subordinates reach highest level of growth and development.<br>- Superb organizer, great foresight, develops process improvements and efficiencies.<br>- Leadership achievements dramatically further command mission and vision.<br>- Perseveres through the toughest challenges and inspires others.<br>- Exceptional communicator.<br>- Makes subordinates safety-conscious, maintains top safety record.<br>- Constantly improves the personal and professional lives of others. |               |  |
| 40. Individual Trait Avg. total of trait scores divided by number of graded traits.<br><br>3.00   | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific)<br><br>ASSIGNMENT IN RATE  |                          | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above of marks 1.0 and 5.0.<br><br>(b)(6) Date: 29 Aug 17 (b)(6)   |                                     |   |               |  |
| 43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.<br><br>Submitted to establish member's performance mark average for advancement cycle 236.<br><br>- STUDENT. Selected to train in the highly competitive and intense Remote Operations Center Interactive On-Net Operator Training course; maintained 94% grade point average.<br><br>Recommended for advancement to Second Class Petty Officer. |   |                          |   |                                     |   |               |  |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.<br><br>COMPLETED: JCAC.   |   |                          |   |                                     |   |               |  |
| Promotion Recommendation  | NOB   | Significant Problems     | Progressing   | Promotable                          | Must Promote  | Early Promote | 47. Retention:<br>Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL  |   |                          |   | X                                   |   |               | 48. Reporting Senior Address<br>COMMANDER<br>CRYPTOWARGRU SIX<br>FT MEADE, MD 20755-6585                   |
| 46. SUMMARY   |   | 0                        | 0   | 8                                   | 0   | 0             |  |
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member to support the marks of 1.0 and 5.0.<br><br>(b)(6) Date: 29 Aug 17   |   |                          |   |                                     | 49. Summary Group Average: 3.00   |               |  |
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."<br>I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/><br><br>Quinn T Teeter Date: 05 SEP 17  |   |                          |   |                                     | 52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report<br><br>Date:   |               |  |

## EVALUATION REPORT &amp; COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| 1. Name (Last, First MI Suffix)<br>TEETER, QUINN T  |  | 2. Rate<br>CTN2  |   | 3. Desig  |   | 4. SSN<br>(b)(6)                     |  |
|---|--|--|---|---|---|--------------------------------------|--|
| 5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <input type="checkbox"/> 265  |  | 6. UIC<br>62936  |   | 7. Ship/Station<br>CRYPTOWARGRU SIX             |   | 8. Promotion Status<br>FROCKED       |  |
| 9. Date Reported<br>17NOV14   |  |  |   |   |   |                                      |  |
| Occasion for Report   |  |  |   | Period of Report                                |   |                                      |  |
| 10. Periodic <input checked="" type="checkbox"/>  |  | 11. Detachment of Individual <input type="checkbox"/>          |   | 12. Promotion/Frocking <input type="checkbox"/> |   | 13. Special <input type="checkbox"/> |  |
| 14. From: 17NOV15   |  | 15. To: 18MAR15  |   |   |   |                                      |  |
| 16. Not Observed Report <input type="checkbox"/>  |  | 17. Regular <input checked="" type="checkbox"/>                |   | 18. Concurrent <input type="checkbox"/>         |   | 20. Physical Readiness<br>P          |  |
| 21. Billet Subcategory (if any)<br>NA   |  |  |   |   |   |                                      |  |
| 22. Reporting Senior (Last, FI MI)<br>(b)(6)  |  | 23. Grade<br>LCDR  |   | 24. Desig<br>1810                               |   | 25. Title<br>DEPT HEAD               |  |
| 26. UIC<br>62936  |  | 27. SSN<br>(b)(6)  |   |   |   |                                      |  |
| 28. Command employment and command achievements.<br>Deliver Information Warfare capabilities to the Fleet. Provide and deploy trained Sailors, expertise, and equipment to support Signals Intelligence and Cyberspace operations for Naval and Joint Forces.   |  |  |   |   |   |                                      |  |
| 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)<br>ION OPERATOR INTERACTIVE OPERATOR-4. Conducts specialized Computer Network Exploitation (CNE) operations supporting Joint, Fleet and National requirements.<br>PFA: 17-2.   |  |  |   |   |   |                                      |  |
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)   |  |  |   | 30. Date Counseled<br>NOT REQ                   |   | 31. Counselor                        |  |
|   |  | 32. Signature of Individual Counseled<br><i>Quinn T Teeter</i> |   |   |   |                                      |  |
| PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive. |  |  |   |   |   |                                      |  |
| PERFORMANCE TRAITS  | 1.0*<br>Below Standards  | 2.0<br>Pro-<br>gressing  | 3.0<br>Meets Standards  | 4.0<br>Above<br>Standards                       | 5.0<br>Greatly Exceeds Standards  |                                      |  |
| 33. PROFESSIONAL KNOWLEDGE:<br>Technical knowledge and practical application.<br><br>NOB <input type="checkbox"/>   | -Marginal knowledge of rating, specialty or job.<br>-Unable to apply knowledge to solve routine problems.<br>-Fails to meet advancement/PQS requirements.  | -  | -Strong working knowledge of rating, specialty and job.<br>-Reliably applies knowledge to accomplish tasks.<br>-Meets advancement/PQS requirements on time.   | -   | -Recognized expert, sought out by all for technical knowledge.<br>-Uses knowledge to solve complex technical problems.<br>-Meets advancement/PQS requirements early/with distinction.   |                                      |  |
| 34. QUALITY OF WORK:<br>Standard of work; value of end product.<br><br>NOB <input type="checkbox"/>   | -Needs excessive supervision.<br>-Product frequently needs rework.<br>-Wasteful of resources.  | -  | -Needs little supervision.<br>-Produces quality work. Few errors and resulting rework.<br>-Uses resources efficiently.  | -   | -Needs no supervision.<br>-Always produces exceptional work. No rework required.<br>-Maximizes resources.   |                                      |  |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY:<br>Contributing to growth and development, human worth, community.<br><br>NOB <input type="checkbox"/>   | -Actions counter to Navy's retention/reenlistment goals.<br>-Uninvolved with mentoring or professional development of subordinates.<br>-Actions counter to good order and discipline and negatively affect Command/Organizational climate.<br>-Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | -  | -Positive leadership supports Navy's increased retention goals. Active in decreasing attrition.<br>-Actions adequately encourage/support subordinates' personal/professional growth.<br>-Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate.<br>-Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | -   | -Measurably contributes to Navy's increased retention and reduced attrition objectives.<br>-Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment.<br>-Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.<br>-The model of achievement. Develops unit cohesion by valuing differences as strengths. |                                      |  |
| 36. MILITARY BEARING/CHARACTER:<br>Appearance, conduct, physical fitness, adherence to Navy Core Values.<br><br>NOB <input type="checkbox"/>  | -Consistently unsatisfactory appearance.<br>-Poor self-control; conduct resulting in disciplinary action.<br>-Unable to meet one or more physical readiness standards.<br>-Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.   | -  | -Excellent personal appearance.<br>-Excellent conduct conscientiously complies with regulations.<br>-Complies with physical readiness program.<br>-Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.   | -   | -Exemplary personal appearance.<br>-Model of conduct, on and off duty.<br>-A leader in physical readiness.<br>-Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.  |                                      |  |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE:<br>Responsibility, quantity of work.<br><br>NOB <input type="checkbox"/>  | -Needs prodding to attain qualification or finish job.<br>-Prioritizes poorly.<br>-Avoids responsibility.  | -  | -Productive and motivated. Completes tasks and qualifications fully and on time.<br>-Plans/prioritizes effectively.<br>-Reliable, dependable, willingly accepts responsibility.   | -   | -Energetic self-starter. Completes tasks or qualifications early, far better than expected.<br>-Plans/prioritizes wisely and with exceptional foresight.<br>-Seeks extra responsibility and takes on the hardest jobs.  |                                      |  |

## EVALUATION REPORT &amp; COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

|   |   |   |   |   |  |                             |  |
|---|---|---|---|---|--|-----------------------------|--|
| 1. Name (Last, First MI Suffix)<br>TEETER, QUINN T  |   | 2. Rate<br>CTN2   |   | 3. Desig  |  | 4. SSN<br>(b)(6)            |  |
| PERFORMANCE TRAITS  | 1.0*<br>Below Standards   | 2.0<br>Pro-<br>gressing   | 3.0<br>Meets Standards  | 4.0<br>Above<br>Standards   | 5.0<br>Greatly Exceeds Standards   |                             |  |
| 38. TEAMWORK:<br>Contributions to team building and team results.<br><br>NOB <input type="checkbox"/>   | -Creates conflict, unwilling to work with others, puts self above team.<br>-Fails to understand team goals or teamwork techniques.<br>-Does not take direction well.  | -<br>-<br>-   | -Reinforces others' efforts, meets commitments to team.<br>-Understands goals, employs good teamwork techniques.<br>-Accepts and offers team direction.   | -<br>-<br>-   | -Team builder, inspires cooperation and progress.<br>-Focuses goals and techniques for teams.<br>-The best at accepting and offering team direction.   |                             |  |
| 39. LEADERSHIP:<br>Organizing, motivating and developing others to accomplish goals.<br><br>NOB <input type="checkbox"/>  | -Neglects growth/development or welfare of subordinates.<br>-Fails to organize, creates problems for subordinates.<br>-Does not set or achieve goals relevant to command mission and vision.<br>-Lacks ability to cope with or tolerate stress.<br>-Inadequate communicator.<br>-Tolerates hazards or unsafe practices. | -<br>-<br>-<br>-<br>-<br>-  | -Effectively stimulates growth/development in subordinates.<br>-Organizes successfully, implementing process improvements and efficiencies.<br>-Sets/achieves useful, realistic goals that support command mission.<br>-Performs well in stressful situations.<br>-Clear, timely communicator.<br>-Ensures safety of personnel and equipment. | -<br>-<br>-<br>-<br>-<br>-  | -Inspiring motivator and trainer, subordinates reach highest level of growth and development.<br>-Superb organizer, great foresight, develops process improvements and efficiencies.<br>-Leadership achievements dramatically further command mission and vision.<br>-Perseveres through the toughest challenges and inspires others.<br>-Exceptional communicator.<br>-Makes subordinates safety-conscious, maintains top safety record.<br>-Constantly improves the personal and professional lives of others. |                             |  |
| 40. Individual Trait Avg.<br>total of trait scores divided by number of graded traits.<br><br>3.00  |   | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific)<br><br>NEC 9327 ASSIGNMENT IN RATE |   | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.<br><br>(b)(6) |  | Date: 16 MAR 2018<br>(b)(6) |  |
| 43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.<br><br>A TECHNICAL ASSET TO THE NAVY AND COMMAND.<br><br>- DEDICATED OPERATOR. Executed 40+ CNO operations that led to the prosecution of 100+ targets. Efforts resulted in the collection of high value foreign intelligence that generated 10+ SIGINT reports which were briefed to national level policy makers.<br><br>- SELF STARTER. Performed 120+ hours of open source research and malware analysis while off-duty which resulted in 100+ malicious domains being disabled through legal reporting methods, closing command and control of an estimated 200-300 infected hosts.<br><br>- TECHNICAL PERFORMER. Completed the rigorous Remote Interactive Operator Training (RIOT) pipeline, a course with a 66% attrition rate; the first and only directorate Sailor in FY17 to do so.<br><br>- PEER MENTOR. Led study sessions for 15+ senior joint service and civilian students during RIOT training significantly contributing to a 50% class pass rate.<br><br>CTN2 TEETER IS RECOMMENDED FOR ADVANCEMENT WHEN ELIGIBLE. |   |   |   |   |  |                             |  |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.<br>AWARDED: NEC 9308.   |   |   |   |   |  |                             |  |
| Promotion Recommendation  | NOB   | Significant Problems  | Progressing   | Promotable  | Must Promote   | Early Promote               | 47. Retention:<br>Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL  |   |   |   | X   |  |                             | 48. Reporting Senior Address<br>CNO DEPARTMENT HEAD<br>CRYPTOWARGRU SIX<br>FORT MEADE, MD 20755-6585       |
| 46. SUMMARY   |   | 0   | 0   | 5   | 0  | 0                           |  |
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member and have forwarded written explanation to support the marks of 1.0 and 5.0.<br><br>(b)(6) Date: 26 MAR 18  |   |   |   |   | 50. Signature of Reporting Senior<br><br>(b)(6) Date: 13 MAR 18<br>Summary Group Average: 3.00   |                             |  |
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."<br>I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/><br><br>Quinn T Teeter Date: 16 MAR 2018  |   |   |   |   | 52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report<br><br>Date:  |                             |  |



DEPARTMENT OF THE NAVY  
CRYPTOLOGIC WARFARE GROUP SIX  
FORT GEORGE G MEADE MARYLAND 20755-6585

1610

(b)(6)

13 Nov 17

From: Commander, Cryptologic Warfare Group SIX  
To: Commander, Navy Personnel Command (PERS-32)

Subj: EVALUATION REPORT EXTENSION

1. Identification of original report

- a. Blocks 1-4: TEETER, QUINN T, CTN3, (b)(6)
- b. Blocks 10-13: SPECIAL
- c. Blocks 14-15: 16AUG31 – 17AUG31
- d. Blocks 17-19: REGULAR
- e. Block 22: (b)(6)

2. Extension data

- a. Blocks 10-13: Add to 11. Detachment of Individual
- b. Blocks 15: Change to 17AUG31 – 17NOV14
- c. Block 43: ULTDUSTA: CRYPTWAR ACT 66-CYBER TD

3. If there are any questions, contact (b)(6)

(b)(6)

(b)(6)

By direction

Copy to:  
CTN3 Teeter